



Minutes Mayor's Commission on Disability Concerns January 4, 2016

Minutes of the MAYOR'S COMMISSION ON DISABILITY CONCERNS meeting held on Monday, January 4, 2016, 6:30 p.m. at the Tempe Public Library, 3500 S. Rural Road, Board Room, Tempe, Arizona 85282.

MEMBERS Present:

Chair Irene Mochel
Vice Chair Paul Bennewitz
Ben Campbell
Diane Moran
Jeff Oats
Kim W. Fisher
Rachel Phillips
Wendy Benz

MEMBERS Absent:

Tom Ringhofer

Guests:

Heidi Braswell

Diversity Staff Present:

Michele Stokes, ADA Compliance Specialist

Chair Irene Mochel called the meeting to order at 6:35 P.M., welcoming new Commissioner Wendy Benz and guest. Commissioners introduced themselves, their affiliations and interests.

Public Appearances

None

Agenda Item 1 - Consideration of Minutes MCDC – December 7, 2015 Minutes

The December 7, 2015 CDC Minutes were APPROVED, with minor corrections.

Motion: **Commissioner Kim Fisher.**

Second: **Commissioner Jeff Oats.** Motion carried.

Agenda Item 2 – Promoting Toilet Room Access – Commissioner Tom Ringhofer

This item deferred until the next meeting.

Agenda Item 3 – Tempe Presents Event – Chair Irene Mochel

Last year the “Tempe Presents” event was the “Tempe Presents: White Cane Day – A Resource Fair. This coincided with National White Cane Day on October 15, 2015. This year’s October “Tempe Presents,” event is going to be focused on employment with job fair and training opportunities for employers and job seekers. We need to come up with a catchy name and we are looking forward to everyone’s participation.

Issues discussed included the effects of stigma on people with disabilities, false perception of employee injury rate; false information that people with disabilities raise employer liability rates; false assumptions regarding the cost for disability related technology for accommodations. Employers need to be educated. We also

need to find out what employers need in order to increase the rate of hiring people with disabilities. Some employers have a perception that since computer's technology is improving all the time employers may believe it will have a high cost to keep technology updated. The ADA requires employers to provide accommodations and sometimes that is unclear for employers who may not have an accommodation policy in place. The accommodation process is a two-way street.

Staff reported that AZ DES Vocational Rehabilitation Specialist Tim Stump will be working with us on the job fair to bring together the employers who are looking to hire people with disabilities. We talked about having the Tempe Chamber of Commerce to help bring in Tempe employers and help us regarding at, "round table" type training or discussion on accommodations or other issues relating to employment.

Vice Chair Paul Bennewitz suggested using technology training as a "carrot" to entice them to the training. We need to work with the Chamber of Commerce on this too. Perhaps we can help them see new technology for accommodations. Staff recommend Arizona Technology Access Program be invited, as they have thousands of devices. They attended White Cane Day as well.

Commissioner Rachel Phillips recommended that job seekers should have training available on how to present your disability professionally in an employment setting.

Chair Irene Mochel suggested we meet to flesh out the details on how we can pull this together. Let us know where the main issues are so we can see if training can address it.

Agenda Item 4 – Employment in Tempe – Vice Chair Paul Bennewitz

In the folders is a draft report on stats in Tempe, Maricopa County and the state. The data is from various sources, but they are not very comparable because they have different basis. The one thing we can agree that because census figures are self-reported –so we know that the numbers are under reported. No matter how you look at it we still have a long way to go to get people with disabilities employed.

All of the data is from the census and Maricopa Association of Governments. However the report and data doesn't get into why people with disabilities are under employed and unemployed. Commissioner Rachel Phillips suggested that there may be other sources of data, such as data on who is receiving Social Security in Tempe. However that data doesn't correlate to how many people need jobs or who are employed. And not all people with disabilities receive Social Security.

The data shows that we don't have as many people with disabilities living in Tempe, which also affects the number people with disabilities working here. The picture that is painted doesn't consider a lot of related issues such as accessible housing, transportation, etc.

Discussion was held on employment of people who are limited to part time employment because of benefit cliffs; assessments available to identify skills; what topics might be of interest on a panel. Discussion on any other sources of data; whether employers and employees together can provide information in a setting, perhaps a summit of some sort.

Agenda Item 5 – Mayor's Disability Awards Planning – Chair Irene Mochel

Chair Irene Mochel requested Commissioner Rachel Phillips provide future reports on this agenda item since she has been faithful in attending the committee meetings.

Discussion was held on the timeline of activities, current tasks that are completed and what is next. The Save the Date cards will go out soon to about 2,500 people. There will be pictures on the website of people who won last year. There will be a mention in the February Water Bill. The nomination form was condensed to 8 criteria from 10 to simplify the process. Sponsorship categories were simplified. The documents will be on line next week at www.Tempe.gov/disabilityawards. The information on the categories and criteria will be listed on line. We are simplifying and shortening the guest speaker's time so people have enough time to get on stage and exit without being rushed and give the Mayor time to speak. There will be a reception outside immediately after the awards.

The planning meetings are scheduled for the 2nd Monday of each month from 6:30 p.m. to 8:00 p.m. at the Lower Level of the Library, Room B, and it is open to the public and commissioners who wish to participate. This is an open meeting, not a sub-committee of the Commission.

Agenda Item 6 – Technology and Information Access for Individuals with Cognitive Disabilities - Commissioner Kim W. Fisher

This item is deferred until the next meeting.

Agenda Item 7 - Announcements

Information included in Commissioners folders included flyers on:

- American Indian Disability Summit - Save the Date - March 17, 2016
- AZ Disability Advocacy Coalition Legislative Training & Mentoring Day – Jan 25/26, 2016
- Information has been received on State changes that are in effect regarding food stamps which are requiring a work effort, people with disabilities are exempted, but it affects many. Information will be provided as it is received.
- Discussion was held that we need to have “Accomplishments” added to the February meeting agenda.

Motion to adjourn: **Commissioner Kim Fisher.**

Second: **Commissioner Jeff Oats.**

Meeting adjourned at 7:55 p.m.

Prepared by: Michele Stokes

Reviewed by: Rosa Inchausti

Rosa Inchausti, Diversity Director